



Code of Ethics



LOG

Established in 1971, LOG has spent more than 50 years building a fair, ethical, innovative, reliable, professional, caring business with strong foundations in the community and in the society company in which it operates.

LOG has the opportunity to make a positive impact on the world. For that end, we promote sustainable action while engaging all of our stakeholders to ensure prosperity and business resilience of our employees, partners and the society for many years to come.

Our Code of Ethics designed to translate our purpose, vision & mission, values and the way we want to conduct into guiding principles that will form a compass for us working with all our stakeholders: shareholders, the Kibbutz, employees, customers, suppliers, business partners, competitors, the community, the environment and government authorities. At the same time, we will encourage all our business partners to adopt this Code in order to improve the business environment and create a greater positive impact. We will start doing so by setting a personal example.

The Code allows us to translate the guiding principles into actions, decisions and practices that will ensure building trust with our stakeholders. The code will help us ensure that we choose the right path when we reach a crossroads. There may be cases where discretion is required, and we will do so by examining the alternatives that reflect who we aspire to be, our mission and values.

We respect competition and competitors and we are committed to maintaining fair and proper competition rules in our relationships with and aside of our competitors. We are committed to full compliance with the relevant global laws, with particular care to ensure compliance with antitrust laws.

Ensuring the implementation of our Code of Ethics

We are committed to protecting those who have fulfilled their commitment and alerted on the breach of the Code as well as, to handle every request seriously and professionally.

If you encounter a case of violation of the principles set out in the Code of Ethics, you must warn about it. You can report the violation through various channels: by contacting your manager or contacting the company's ethics officer (HR VP). You can contact or forward an anonymous inquiry by leaving a letter in the designated mailbox at the company offices. We will handle these inquiries individually and meticulously without disclosing the involvement of the alerting applicants.

We will act against any violation of the Code, while taking significant steps if necessary.

We invite all of our stakeholders to a participatory dialogue and constructive critique of our Code of Ethics and practice to implement it in our various channels of activity.

We, at LOG, strive to promote sustainability through our products, people and business conduct - out of aspiration and action for a healthier society and planet.

The Code serves as a statement of commitment of the Company's management towards all our stakeholders and applies to all activities of the Company and its subsidiary throughout the entire value chain.

The Code of Ethics is available to all of the Company's stakeholders on the Company's website.

Our Values:

Fairness and Accountability / הוגנות ואחריות

Teamwork and Cooperation / עבודת צוות ושיתוף פעולה

Diversity and Inclusion / גיוון והכלה

Excellence – innovation and high quality / מצוינות – חדשנות ואיכות גבוהה

Fairness and Accountability

We are responsible for dealing fairly and respect our customers, suppliers, competitors and third parties. We make an effort to work with third parties who also value and demonstrate high ethical standards in their business practices.

We treat our employees with dignity and respect. We create an inclusive work environment where each person is considered a human being. We respect our employees' diversity and recognize their merit.

As people managers we have responsibility to set an example and act in a manner consistent align with our values, meaning acting as a role model, demonstrating ethical behavior in the performance of our duties, making objective business related decisions, helping environment that fosters and enables ethical behavior, where employees are comfortable speaking up freely.

LOG's Anti-Bribery and Corruption Policy – [Click here](#)

Teamwork and Cooperation

We are committed for working together as a team: giving helping hands and support to each other, acting and thinking proactively, performing good quality of work both individually and as a team. We respect each other, our co-workers, colleagues, and employees, as well as our external partners. We learn from other's failure, and we are glad of others success and ours. We are one team that works together for achieving the goal to make our company successful that serves its long-term existence.

Diversity and Inclusion

We respect and believe in the value of each individual. Our business was built on honesty, openness and acceptance of others views, culture, experience and knowledge – that is the only way we can thrive and develop our full potential.

We give everyone an equal opportunity, encourage employment diversity and invest resources in personal development. We believe that diversity will allow the uniqueness of each of us to enrich and strengthen the work environment while adapting to the changes that apply in the business environment and the future labor market.

LOG's Human Rights, Diversity and Inclusion Policy – [Click here](#)

Excellence – innovation and high quality

LOG provides industry with initial packaging solutions for high quality drugs. LOG's products are unique and innovative and are designed, among other things, for oxygen and moisture sensitive drugs. We adhere to designated standards for primary packaging products for pharmaceuticals and to relevant regulatory requirements in the U.S. and Europe and are committed to fully complying with the requirements of the standards we have applied to ourselves and defining the appropriate manufacturing conditions in which we manufacture.

LOG earned its business partner's confidence and trust as a company that deliver advanced innovation that meet current and future market needs

LOG is committed to improve its impact on the planet. Therefore, Log will invest efforts on developing new innovative and sustainable products that will offer solutions to the environmental challenges plastic packaging holds.

At LOG, we seek every opportunity for improvement, by constantly inspecting, surveying and auditing all processes across all departments. We embrace the challenges as an opportunity for excellence, We embrace the challenges as an opportunity for excellence, share with all our employees the processes of quality, improvement and excellence and encourage our employees to take personal responsibility.

LOG's Quality Policy – [Click here](#)

Our Employees

We are committed to our employees - we respect, empower, reward and encourage our employees to be full partners in our endeavors. We encourage them to innovate, work collaboratively, be fair, demonstrate personal responsibility and respect their colleagues.

We uphold the rights of our employees, their health and safety and expect them to uphold Human Rights wherever they are. We are working tirelessly to **reduce accidents to the minimum**.

We are committed to respecting and promoting human rights. We will never be part of Modern Slavery, Human Trafficking and Child Labor or any way of exploiting human beings.

We give everyone an equal opportunity, encourage employment diversity and invest resources in personal development.

We oppose any discrimination based on race, skin color, religion, physical disability, national origin, age, sexual orientation, gender, gender identity and gender expression, marital status, marital status or any other characteristic of diversity. We will not tolerate any form of harassment, violence or threats among us.

Maintaining the privacy and dignity of employees is extremely important to us. As part of our privacy protection efforts, we make sure to keep the information we collect in relation to our employees private and confidential. Use of this information is done in strict compliance with the provisions of the Privacy Protection Laws and use of the information for the purposes for which this information was collected only.

We maintain an ongoing dialogue with our employees in order to support mutual expectations to the satisfaction of all. We expect our employees to be professional and in control of all activities within their area of responsibility. In addition, we expect our employees to demonstrate personal responsibility when it comes to avoiding risks and disclosing sensitive information about the company, including on social media.

We adhere to ethics in interpersonal relationships in society and encourage the obligation to report interpersonal relationships in cases of power relations.

We avoid conflicts of interest and exploitation of business opportunities for personal needs in the course of our work, we act solely for the benefit of the company, and we do not let foreign considerations interfere with our judgment. We do not accept gifts and we do not use inside information to make personal profit.

LOG's Occupational Health and Safety Policy – [Click here](#)

Our Customers

We are constantly working to preserve and justify the trust that our customers put in us - to innovate, ensure the quality of our product by meeting the highest standards, and adapt to the needs and changes in the business environment. To this end, we maintain an ongoing, open, professional and transparent dialogue with our customers in order to meet their expectations. We are committed to continuing to be attentive to our consumers while maintaining mutual respect, fairness and transparency to continue building a strong and meaningful relationship over time.

As part of our privacy protection efforts, we maintain and secure the information we collect and process in relation to our customers as private and confidential as possible. Use of this information is under strict compliance with the provisions of the Privacy Protection Laws and use of the information solely for the purposes for which this information was collected.

Our community

We are committed to supporting the social and environmental needs of the kibbutz and the communities wherever we operate.

We are attentive and caring to the various communities, conduct an open and ongoing dialogue and promote local initiatives to support their well-being while focusing on promoting diversity and inclusion. We also encourage our employees to be personally involved in the social activities we initiate.

Our Business partners and suppliers

We see our suppliers as significant partners for mutual development and business success. We make sure to act responsibly, fairly and caringly towards suppliers.

We are committed to working to ensure the implementation of the laws and regulations, ethical rules and prevention of bribery and corruption that we have committed to.

We are committed to conducting ourselves fairly in negotiations and in our day-to-day operations, and to refrain from abusing our power.

We see an opportunity for enrichment and mutual development through promoting multicultural, sectoral, inclusive and enriching joint work while encouraging the selection of diverse suppliers. We give preference to working with local suppliers, provided they have met all the ethical conditions we believe in.

LOG's Responsible supply chain Policy – [Click here](#)

Our Environment

As a company engaged in the production of plastic packaging, we see great responsibility in implementing innovation, thinking and working together with all our stakeholders, to promote solutions to reduce the environmental impacts of this raw material on the planet. In addition, as an organization engaged in the field for about 50 years, we have experience, knowledge and collaborations that can help formulate solutions that enable the use of packaging that address consumer needs, safety of stored materials and prevention of external environmental damage - along with reducing the environmental impact of packaging itself.

Plastic is known as a polluting substance but it also has many benefits - from the relatively low energy consumption required for its processing, to the continued lower emission of greenhouse gases generated in the process to the weight and transportation costs of the final packaging. Therefore, it is necessary to find ways to maximize its recycling capabilities in order to eliminate its harmful environmental impact and still enjoy the benefits it provides to cosmetics, food and pharmaceuticals. Therefore, we strive to examine and implement solutions that can help ensure a fully **circular economy**, taking into account all existing restrictions and limitations. We set ourselves to meet the goal of **100% recyclable products by 2035**.

As a manufacturing company, we work to reduce our environmental impacts throughout our value chain - in our factories, with our customers, our suppliers and, as mentioned - in our products. We are constantly working to comply with all environmental regulations and laws and implement strict beyond compliance approach. Therefore, we have set ourselves a target of **Net Zero Carbon Emissions in all our operations and products by 2035**. To this end, we work on improving our environmental impact in our operations, products, with our customers, suppliers and employees.

The climate crisis increases the likelihood of recurrence of environmental extreme events. We, at LOG examine the implication of the impact of these risks on our operations and we search for ways to prepare accordingly. At the same time, we are examining opportunities in the field.

LOG's Environmental Sustainability Policy – [Click here](#)

Regulators

We respect the various regulatory bodies that operate in our areas of practice and make sure to implement the law and regulation guidelines as the basis for all our activities. We refrain from engaging in political activity.